Employment Screening Reports and Equal Opportunity Claims: The Connection Between the FCRA and Title VII

Registration Information

Webinar Date: Tuesday, March 26th 2013 Webinar Time: 2:00 PM – 3:00 PM EASTERN

Registration Fee: Members: \$25.00 Non-Members: \$50.00



How to Register

To receive the NACA Member rate, go to www.naca.net, click on Members Only in the top right hand corner, sign in using your NACA username and password, click on Event Registration and select this webinar. Note that it is easiest to register using Internet Explorer as your browser.

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Why You Should Attend

A lawyer must provide competent representation to a client. Under ABA Rule 1.1, Model Rules of Professional Conduct, the lawyer must have "the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation." To competently represent consumers in employment screening report claims, consumer attorneys must also have a working knowledge of discrimination laws. Many consumers denied employment because of an employment screening report identifying an arrest or conviction record may also have important rights and remedies under Title VII of the Civil Rights Act of 1964, as employment decisions or policies that exclude people with arrest or conviction records may unlawfully discriminate against minority groups. If you represent consumers in FCRA employment screening report claims, you should be aware of the Title VII claim that may also exist or you run the risk of failing to provide competent representation and may unknowingly miss significant recoveries for your client. Gordon Leech of the Consumer & Employment Law Center of Wisconsin will discuss the Title VII aspects of these cases. Specifically, you will learn about:

- -Laws that impact the use of arrest or conviction records in employment;
- -An overview of Title VII of the Civil Rights Act of 1964 as it relates to adverse impacts on minority groups;
- -Procedural requirements of Title VII that must be followed and its statute of limitations;
- -Theories of Liability under Title VII & the unique burdens of proof in employment discrimination claims;
- -Recoverable damages; and
- -Resources for more information.

Presenter

Gordon Leech is an attorney and Managing Member of the Consumer & Employment Law Center of Wisconsin (www.celcwi.com), located in Milwaukee, Wisconsin. He represents people in various consumer and employment matters, primarily in Wisconsin and on special admission throughout the country. His primary areas of practice include inaccurate credit reporting, employment discrimination, wage and hour, employee benefits, qui tam litigation, consumer bankruptcy and the unlawful use of background reports in employment. Gordon has achieved an AV Rating from Martindale-Hubble and a 10/10 rating on AVVO.com.

Gordon began practicing law as a Judge Advocate in the United States Marine Corps in 1991. In 1995, he entered the private practice of law in South Florida, where he began his work in consumer and employment matters. In 2005, he moved to Wisconsin. Since then, he has continued to represent the interests of consumers and employees. Consistent with that emphasis, he authors a blog on consumer and employee matters (www.wisconsin-consumer.com) and is active in various state and national consumer organizations including the National Association of Consumer Advocates, the National Employment Lawyers Association, the Wisconsin Association for Justice, the Wisconsin Employment Lawyers Association and is a Board Member of the State Bar of Wisconsin's Labor & Employment Law Section and Civil Rights and Liberties Section and a Member of Wisconsin Association for Justice's Employment/Civil Rights Committee. He also volunteers his time as a Board Member for Audio & Braille Literacy Enhancement (ABLE), which provides alternative ways for people with print disabilities to read.